

No position spared in classification study

Every position within ODOT will be affected by the most recent state employee job classification study.

"Nobody's position is spared," said Rosemary Green, personnel analyst. "Every position is going to be placed in a new classification."

The newest classification study differs from the 1984 Comparable Worth Study and the 1987 Job Value Study in that it gives state agencies the responsibility for writing agency-specific classifications and allocating positions to those classi-

cations, Green said.

The Executive Department had those responsibilities in the previous two studies, she said.

She attributed the change to having a new governor and Executive Department director.

ODOT will begin an "agency review process" once the revised job classifications are released to employees, which should be this month.

The department was expected to send the results of the allocation process to the Executive Department by June 1. The Executive Depart-

ment will be assigning pay levels to those allocations this month.

By July or August, ODOT expects to be informed of those pay levels, according to Green. The new classification negotiations will begin in August, which includes pay for those classifications.

The goal is to have the classification system in place by the 1989 legislative session. Its earliest possible implementation date would be July 1989, according to Green.

NEWS

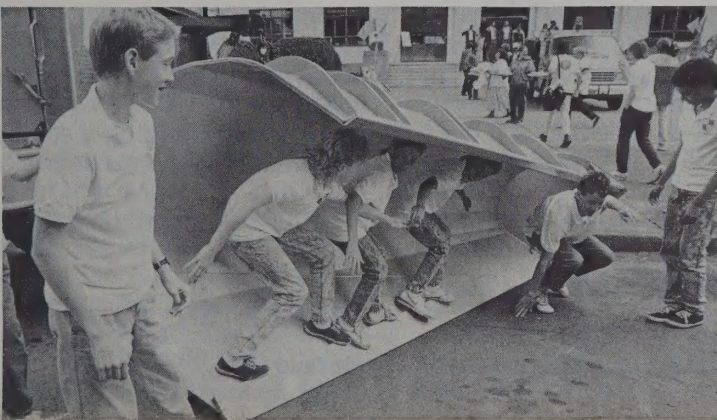
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VOL. 13 NO. 6

JUNE 1988

National Transportation Week



HORSING AROUND--Students from Judson Middle School walk the edge of a snowplow blade during the Picnic in the Mall, Salem. Judson's school band played at the hour-long event.



HOW IT WORKS--Nancy Newcomb, a traffic signal technician, demonstrates how a traffic light operates at Portland's Lloyd Center.



LIFESAVERS--From left are Allen Hurst, Kevin Price, Clarence Tobert and Dave Willhite, Jr., each recognized for their lifesaving efforts over the past year.



REMEMBERING--Deputy State Highway Engineer Don Adams recounts the Highway Division's first 75 years during the Picnic in the Mall.

'Picking Up' theme to run this summer

"Oregon's Picking Up" is the theme for a statewide anti-litter campaign which will run throughout the summer months.

Through the generosity of a number of private-sector firms, ODOT will be reminding Oregonians and visitors that roadside litter is a costly eyesore.

That message will be repeated often in coming weeks by KGW-TV of Portland, which is producing and will televise a series of public services announcements.

The campaign will be a positive one, emphasizing the beauty of the state. The theme, "Oregon's Picking Up," in addition to conveying the idea of a litter-free environment, makes a link with the states' emergence from economic doldrums.

In addition to KGW-TV, others committed to help with the campaign so far include U.S. Bank, which has designed and printed campaign posters; Fred Meyer Shopping Centers, which is distributing campaign messages on grocery bags on summer holiday weekends; and Southland Corp., which will distribute litter bags.

1988 Jackson Scholars keep their options open

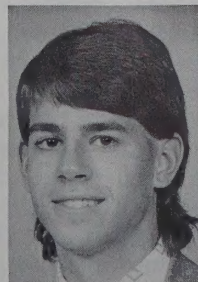
This year's Glenn Jackson Scholars--Carl Deaton of Canyonville and Richard Hopkins of Roseburg--have demonstrated their academic muscle, but are leaving their career options open.

Deaton, son of James and Gynn Deaton, graduated from South Umpqua High School this spring with a 3.97 grade-point average. He plans to enroll at the University of Oregon this fall, but isn't committing himself to a course of study.

"My educational goal is to take



Carl Deaton



Richard Hopkins

the necessary courses to help me become the best in my chosen

field," Deaton said. "But my long-range goals are to open my own business and write professionally."

He believes that Oregon's economic recovery should include a strengthening of its educational system.

Deaton played football throughout high school, served as Social Studies Club treasurer, and was a member of the Marching and Concert Band and German Club.

Hopkins, son of Russell and Nancy Hopkins, graduated from

Roseburg High School with a 3.55 grade-point average.

A National Merit Scholar finalist, Hopkins was a member of his high school track team, International Relations League and participated in the Oregon Mock Trial Competition.

He plans to "attend Western Oregon State College for four years, maintain at least a 3.5 GPA and graduate without the use of a loan." His career plans are "flexible," he said.

HIGHLIGHTS OF THIS ISSUE...

PAGE 3 Plans are being drawn to convert the old Materials Testing Lab to office space.

PAGE 4 Multnomah Falls interchange is being redesigned to improve motorist safety.

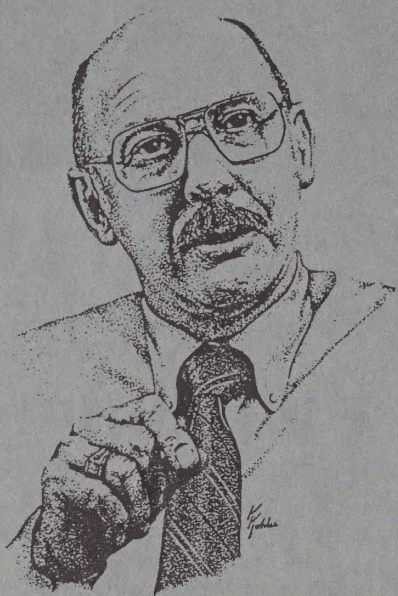
PAGE 5 The Aeronautics Division is stepping up efforts to boost the Oregon economy.

PAGE 8 Candid Comments: What can Oregon do to effectively reduce its litter problem?

A message from the director

Seventy-five years and still going strong, the Highway Division marked its diamond anniversary in a big way during National Transportation Week in May.

Look around and you'll find Highway's accomplishments. We have one of the finest road systems in the nation. And, not to be taken for granted, our predecessors deserve praise for building and maintaining our roads system over the past 75 years.



After all, it's our people who make up the Department of Transportation--not snowplows or handtools. In the long-run, people make things happen. So it's only appropriate to congratulate a few outstanding achievers, some of whom were formally recognized during May.

• Congratulations to Jim Pettyjohn and Dave Willhite, nominated for the first Governor's Management Recognition Award. I understand that Jim was a bit surprised when Neil Goldschmidt called him with the news. Good going, both of you.

• Thanks also to Elisabeth Potter, nominations coordinator for the National Register of Historic Places and winner of this year's Samuel Boardman Award. For the past 20 years, she has dedicated herself to the Parks Division and to Oregon's historical development.

• A special "attaboy" to the 14 finalists in the Highway Division's 3-E Award program. The winners of that prestigious award--James Dowers of the Salem Truck Shop and William Keller, supervisor of the Central Point Extra

In the long-run, people make things happen.

Gang--deserve our congratulations. Most of all, thanks to each of you in the Highway Division who help contribute to the division's daily successes.

• Special congratulations and thanks to Dave Pritchard of the Photocopy and Maps Distribution Unit and to the 90 other volunteers who supported the Business Partnership in Education Program with Judson Middle School. As coordinator of the program, Dave received three awards--the outstanding partnership award from the Oregon Community Education Association, the best program coordinator and the best program within the Salem-Keizer School District.

• Congratulations to the Isabel Albright Secretarial Award finalists and particularly to Marilyn Richards, winner of that award. Marilyn and all of the finalists represent the department well.

• Now in its fourth year, the Glenn Jackson Scholarship fund drive closed with news that ODOT employees have, once again, generously contributed to the cause. Perhaps that best represents our department's sense of values. The Jackson Scholars program has, over the years, instilled pride in our organization and has driven home the importance of the family, our children and our future generations.

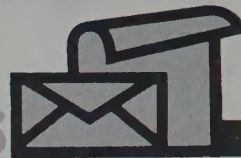
Over the years, our employees have won awards for exceptional Oregon bridges and highways, for their leadership in our State Parks system and in the aviation field. The list goes on and on.

No doubt, our department is made up of outstanding individuals. When we all work together, we can achieve--and have--what's necessary to help chart Oregon's future.

To you all, congratulations.

Bob Bothman

Letters



Wants more scholars

VIA Editor:

I am proud of us. The Glenn Jackson Scholars fund is the most positive and unique program I have ever been associated with. My only regret is that it is not being extended to encompass more of our children.

Why not continue with the fund raising on an annual basis so we can eventually make it possible for more students to be granted this scholarship? I realize it might take several years before we could fund another student, but the effort would be worthwhile. Now that the mechanism to accept donations and grant scholarships is set up, it would be a shame to stop.

Lets go on with the program and, in 20 years, we might have 80 scholars instead of just eight. This would be a contribution to Gov. Neil Goldschmidt's Childrens Agenda that would make everyone in ODOT proud.

Joyce Zobrist
Region 4 Parks
Bend

Working together

Ray Hughes,
Highway Maintenance Supervisor,
Albany:

I truly appreciated the excellent job your department did in assisting with the overturned truckload of explosives and flammable liquid this spring.

The entire operation was a display of how well several different agencies can work together. Considering the large number of people involved and affected by the accident, our ability to work together was of critical importance. Considering the job your staff did, I'm convinced Oregon taxpayers are getting excellent service for their tax dollars.

Should the need arise anytime in the future, know that we are always at your service.

Bob Galloway
Albany Fire Department Chief

Arrested vandals

Barbara Pierce,
DMV Communications Unit Supervisor:

I would like to thank the Motor Vehicles Division employees who helped in conducting a manual search for a license plate.

Your role in the criminal justice system may be pretty much taken for granted, but your assistance gave us our only lead on a major criminal mischief problem in Junction City. That problem has resulted in over \$2,000 in property damage and has caused serious public concern.

A citizen observed a vehicle with Oregon plates leave the scene of one of the criminal mischiefs. When our communications officer ran a plate check, he was told it could

not be located. We requested a hand search, your people went right to work. The lead and the information you provided us resulted in three arrests in connection to the vandalism.

As an Oregon police officer for the past 11 years, I am reassured that our system works well when we all do our jobs.

Mike Cahill
Junction City Police Chief

Park without a peer

Dave Talbot,
Parks Division Administrator:

We told Joe Davis, manager of Jessie M. Honeyman State Park, how much we appreciated the privilege of staying in such a wonderful place.

Honeyman has such a beautiful campground and is so well kept. We are thrilled with our memories of our stay there. Our hats are off to you, your staff and to the state of Oregon for providing a state parks system that knows no peer.

Ken and Jacque Proctor
Seattle, Wash.

Friend in the storm

Horace King,
Highway Maintenance Supervisor,
Manning:

I was traveling from Portland to my parents' home in Warrenton when my car started overheating. It was dark and raining heavily.

I was worried about finding a place to stop when I saw the Highway Division's Manning Maintenance Station, where I stopped for help. I knocked on the door and Harold Cook, a worker on duty that night, helped me to reach my parents. My folks drove to Manning, Mr. Cook helped my father fix the car, and I drove to Warrenton.

What could have been an unpleasant and frightening experience was taken care of efficiently and professionally.

Debbie Flanagan
Warrenton



ODOT NEWS

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DORMANT--The old Materials Testing Laboratory in East Salem is vacant, but not for long. Plans are in the works to renovate the interior for use as office space.

Old Materials Lab being converted to office space

An architectural firm will consider how best to convert the old Materials Testing Laboratory in East Salem for office space.

The Transportation Commission in April allocated \$100,000 to study the vacant lab building, make recommendations and provide a design for its remodeling.

What the lab will house, once renovated, may be known as early as October, according to State Bridge Engineer Walt Hart, who is overseeing the renovation work.

"The Highway Division administration hasn't yet made a firm decision on the use of the old lab," Hart said.

The building, constructed in 1940, had been home for about 60 employees in Surfacing Design and the Materials Testing Lab. Early this year, those employees, plus the Research Section and Geotechnical Group, moved into the new \$5.3 million building on the eastern Salem outskirts.

The 1987-89 Highway Division budget includes \$1.5 million to

remodel the old building. Already \$100,000 of those funds have been spent on building maintenance and repairs.

It is estimated to cost \$832,000 for a comprehensive remodeling of the old lab to convert it into office space and for it to meet all present codes and requirements, according to Don Forbes, state highway engineer.

That figure includes remodeling costs, permits, one percent of the total construction cost for artwork, project management and construction.

The remaining \$468,000 will be used for contingency, according to Hart.

Once the old lab is renovated, it will hold between 70 and 100 employees, depending on the type of work performed.

Hart estimated the remodeling could take up to three years, although he noted the length of the construction period depends on the availability of funds, or cash flow.

Retirements

Richard Alsbury, highway maintenance supervisor C, Troutdale, retires in June after 39 years of service.

Lawrence "Bud" George, supervising highway engineer F, Traffic Engineering Section, Salem, retires in June after 42 years of service.

Harlin Gerlach, supervising highway engineer B, La Grande, retired in May after 40 years of service.

Reba Hamon, motor vehicles office manager A, Madras, retires in June after 14-plus years of service.

Charles Hiatt, supervising highway engineer C, Ontario, retires in June after 34 years of service.

John Howard, supervising highway engineer B, Portland, retires in June after 39 years of service.

Roy Landis, highway shop superintendent, Bend, retires in June after 36 years of service.

Patricia Lowe, motor vehicle representative 1, Albany, retires in June after 20-plus years of service.

LaVern Mattison, Body-Fender

Repairman, Salem, retired in May after 25 years of service.

Lemond Moore, park ranger 2, Beverly Beach, retires in June after 21 years of service.

William Richmond, systems supervisor, Salem, retired in April after 20 years of service.

James Rodriguez, motor vehicles representative 3, Ontario, retired in March after 16-plus years of service.

R.E. Schertenleib, highway maintenance supervisor D, Parkdale, retired in May after 38 years of service.

Edward Turner, motor vehicles representative 3, Medford, retires in June after 17-plus years of service.

C.S. Unterkircher, highway maintenance foreman 1, Ontario, retired in April after 42 years of service.

Carl Vistica, supervising highway engineer C, Salem, retires in June after 32 years of service.

Hart, Fredrickson leave Highway posts

Two top state highway engineers--Walt Hart and Chuck Fredrickson--retired in May.

Hart, state bridge engineer since 1972, leaves the Highway Division after 37 years of service. The Bridge Section is composed of 70 engineers, technicians and support staff.

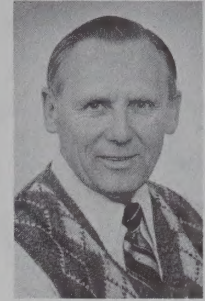
Hart began working for the Oregon Department of Transportation in 1952 as a structural inspector. He was on military leave from 1952 to 1954, but came back to the division to serve in several other positions--design engineer, assistant bridge engineer and region engineer.

Hart also was also a key player in the construction of the Interstate 205 Glenn Jackson Bridge across the Columbia. "The construction methods we used to build that bridge were brand new to this country."

Fredrickson, state construction engineer, also retired in May after a Highway Division career that spanned 36 years. He began in 1951 as a member of a survey crew. He

has also worked as a structural draftsman and bridge designer.

Fredrickson became chief design engineer in 1966, region construc-



Walt Hart



Chuck Fredrickson

tion engineer in 1969 and region engineer in 1973. He has been state construction engineer since 1984.

A registered professional engineer since 1956, Fredrickson is a member of the American Society of Civil Engineers, the American Public Works Association, the American Association of State Highway and Transportation Officials and the American Road and Transportation Builders Association.

News briefs



Potter wins Award of Merit for contractor work

Gary Potter, ODOT director of administration, has been presented an Award of Merit by the Consulting Engineers Council of Oregon.

For the award, Potter, in his former position as Program Section manager, created two committees--one of Consulting Engineers Council representatives and another of Highway Division representatives--that generally improved the communications between contractors and Highway.

Map policy covers distribution, artwork loans

Distribution of the Official Oregon Highway Map is now covered by a written policy, signed recently by Robert N. Bothman, ODOT director.

In addition to guidelines for distribution, the policy specifies under what conditions map negatives can be borrowed by other government agencies for use in nonprofit projects.

DMV customers request new license plate by mail

More than 5,000 Motor Vehicles Division customers have requested mail-in order forms for Oregon's new license plate.

The forms allow people to order new plates by mail, rather than having to return to a DMV field office to purchase the plates after they become available July 1.

Department adopts new flextime policy

ODOT has adopted a new flextime policy to accommodate work requirements and employees' personal needs for child care, car pooling and any other reasonable personal reason.

The policy states that a flexible work schedule can vary the number of hours worked or the starting and stopping times on a daily basis, but not necessarily each day. For details, contact the Personnel Section, 378-6281.

Library wants volunteers to extend hours

The ODOT Library is seeking volunteers to keep the library open during the lunch hour.

For more information, contact Marie Elefante, 378-6268.

Open House



CONTROL CENTER--Weighmaster Don Bessey (at keyboard) demonstrates the Woodburn Port of Entry's computer during an open house held in May for the media, truckers, legislators and the public. Sen. Jane Cease (far left) listens to Weighmaster Supervisor Ron Kronser describe how the weigh station computer meshes truck information.

5 and 10 Years Ago

JUNE 1983

- Columbia Crossing '83, billed as the "Event of the Decade," attracted tens of thousands of Oregon and Washington residents to celebrate the opening of the Interstate 205 and the Glenn Jackson Bridge.

- A nickel-per-gallon gas tax increase, fueled what was reportedly the largest construction season ever undertaken in Oregon.

- The third annual National Transportation Week Photo Contest drew 22 entries. Winners of the three categories were Roy Priem, John Wood and Brigitte Johnson.

JUNE 1978

- ODOT was anticipating staff cuts, service reductions and a deterioration of the highway system following the 2-to-1 defeat of a two-cent-per-gallon gasoline tax.

- The Motor Vehicles Division rotated its regional managers in a partial staff consolidation and as an experiment to "bring fresh perspectives."

- An increasing number of state park rule violations revived interest in introducing legislation that would give park personnel citation authority.

- Rooster Rock State Park Manager Ken Lucas told the state Parks Advisory Committee during its annual tour that nudity at the park isn't a problem, but that "it's the non-desirables who come out to gawk who cause the problems."

Christian hopes to carry service ethic to Exec

After eight years as ODOT's director for financial management, Joe Christian is ready to move on.

Christian, 57, has accepted a position as administrator of the Executive Department's Accounting Division. He started his new job June 1.

The Accounting Division develops and publishes an accounting program for state agencies, provides accounting services to small state agencies, operates the state payroll system, administers the state's deferred compensation program and monitors agency budget operations.

It remained uncertain at press time how long it would take to select Christian's successor.

Since Christian joined ODOT, he has recognized a shift in management style.

"Accountability has become much more of a management focus

over the years," he said. "We have to be accountable for funds and budgets, and our work has been oriented that way. Our goal is still to provide quality and effective service, but we are now more concerned about managing tax dollars."

Christian's management style doesn't heavily concentrate on systematizing things.

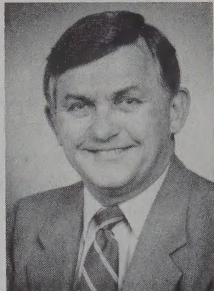
"Our focus is on our people--they are our key resource. We find the best people to do the job, make sure they're well trained, and then turn them loose."

Christian plans to carry his business manner to his next assignment.

"I want to do a damn good job at the Executive Department," he said.

"I want to push the service ethic wherever I go. That's our fundamental responsibility. Whether we're looking for a way to build better highways, provide a better transportation system or keep our parks clean, that's our business. We can't ever forget that."

Christian began his ODOT career in 1977 as business manager for the Parks Division, a position he held for three years.



Joe Christian

Richards wins Albright award

Marilyn Richards of the Highway Division's Region 4 Office, Bend, was selected the 1988 winner of the Isabel Albright Secretarial Award.

The annual secretarial award luncheon was held in Salem in May.

Richards wins a two-day, out-of-state seminar in New York City sponsored by the Institute for Advanced Technology.

In nominating her for the award, Region 4 Engineer Dale Allen said Richards has an interest in the public's perception of the Highway Division, makes an effort to know



Marilyn Richards

Highway employees and the public, and keeps Allen informed of issues of concern to the public and media.

The seven finalists will receive a one-day seminar in Portland sponsored by the National Businesswomen's Leadership Association.

Route to falls needs overhaul

How do you improve access to the state's most visited scenic area without disturbing its natural beauty?

That's a question facing Highway Division's Region One as it begins planning a new interchange for Multnomah Falls and neighboring Benson State Park.

The falls draw more than 2.5 million sightseers each year--nearly six times more than Crater Lake. Yet the interchange that serves the area is outdated and inadequate to serve that number of tourists, according to Rick Kuehn, Region One engineer.

On summer days and holidays, the parking lot fills beyond capacity, forcing motorists to park on the grass and on freeway ramps.

The interchange design creates other problems. Drivers frequently miss the non-standard off-ramp and sometimes correct their mistake by backing down the on-ramp. Since there is no westbound on-ramp at Benson State Park, picnickers must use the Multnomah Falls parking lot as a turnaround.

Because the parking lot is situated in the middle of the freeway, sightseers sometimes run across the freeway to reach the falls, rather than taking the underpass.

A steering committee representing a number of key agencies--including the U.S. Forest Service, state Parks Division and the Columbia Gorge Commission--has been working with ODOT since the fall of 1987 to review alternative designs for a new interchange and parking lot that will relieve congestion, improve safety and preserve the visual and environmental features of the area.

The 19-member committee has been exploring a number of design concepts drawn up by ODOT and TAMS/Dames and Moore, a consulting firm. Alternatives range from destination-oriented to rest stop-oriented facilities.

Feasible alternatives will be presented to the public this fall, prior to writing the environmental impact statement and holding a formal public hearing.

If funding is approved, construction could begin in 1992.

New bike map is waterproof

The Oregon Bicycling Guide has been reprinted on water and soil resistant paper so cyclists can read their routes in the rain.

Other features--including updated color coding of highways, additional local routes, and the location of campsites, bike shops, tunnels and mountain passes--make the new guide a boon to bikers.

The color Oregon Bicycling Guide is free and available at bicycle shops and chambers of commerce or by writing Bicycle Program Manager, 200 Transportation Building, Salem, Ore. 97310.

Aero strengthens role in economy, tourism

Throughout its history, the Aeronautics Division has played an active role in Oregon's economic development. Now that role is expanding.

Oregon's aviation system has historically been a boost to the siting of business and manufacturing facilities, tourism, and the agriculture and forest products industries, according to Paul Burket, Aeronautics Division administrator.

Air travel can be most effectively used to market Oregon products and to effectively transport the state's citizens and visitors because of the distance between the state's population centers and its occasionally rugged terrain, he said.

To get across that message, the Aeronautics Division plans to:

- Continue its emphasis on local government ownership or increased responsibility for those airports and aviation facilities;

- Contact Oregon's government entities responsible for public-use airports to identify airport projects that can contribute to economic development; and

- Ensure that those projects are considered in Gov. Neil Goldschmidt's regional economic strategies by offering technical assistance to local governments, when requested.

The division's predecessor, the Oregon Board of Aeronautics, acquired and constructed a system of airports throughout the state to



BY PLANE--As businesses turn to aviation for its marketing advantages, the state Aeronautics Division is working with airline representatives to promote aviation's role in economic development.

meet air travel requirements not being satisfied by other governmental bodies.

Over the years, some of those airports have already been improved to make them more safe and usable, and improvements to other airports are in the planning stages. Those changes have enhanced aviation's role as a support to economic development, according to Burket.

Several initiatives also are being implemented to contribute to the tourism and economic develop-

ment themes of Goldschmidt's regional strategies.

A task force, composed of representatives from ODOT and the Economic Development Department, is presently considering marketing issues that may affect aviation.

That task force has begun to gather and analyze information on air service in Oregon. It also has been meeting with officials of various airlines to establish an information exchange, identify markets needing better service and effect positive changes in the air transpor-

tation system, according to Burket.

The task force also is developing a plan to include business and commercial aviation sectors in aviation marketing strategies to inform them of Oregon's aviation services and facilities, and to enlist their support and promote business and recreation travel in the state.

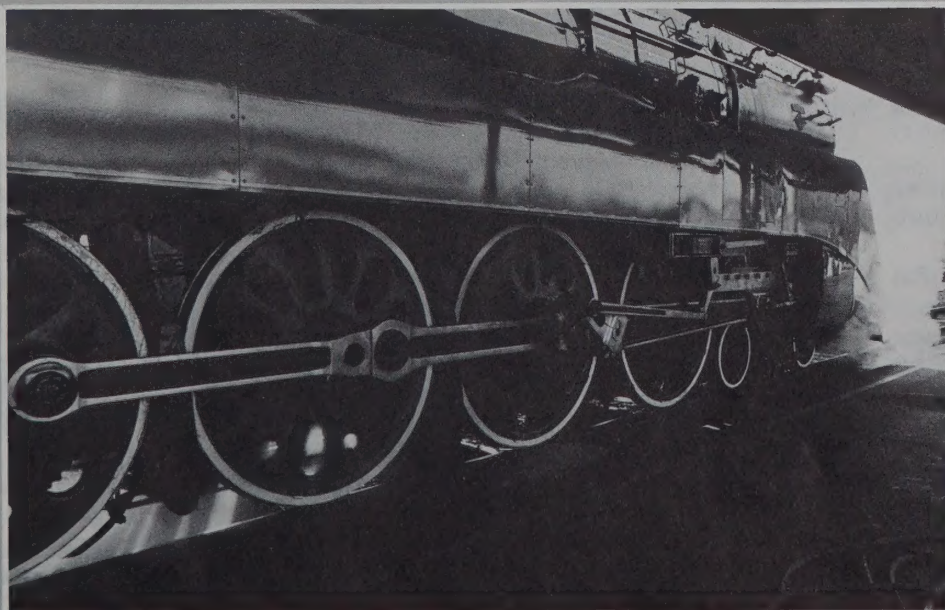
Primary members of that task force are: Ed Remington, Economic Development Department; Dave Williams, Policy and Planning Section, ODOT; and Burket.

Photo contest

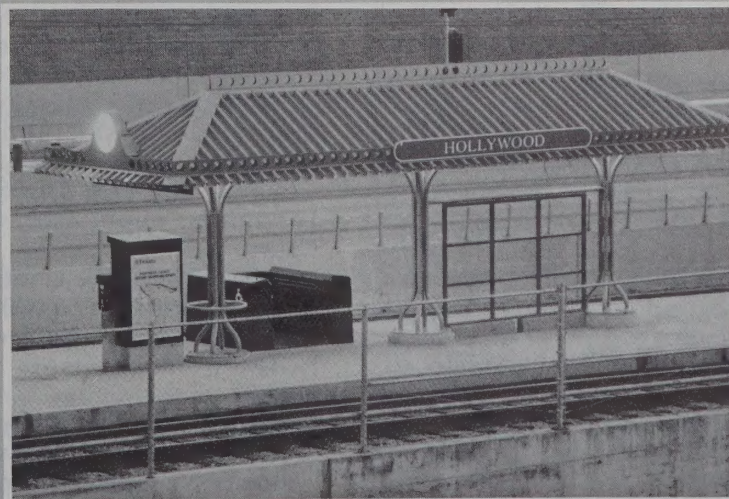
These three photos were selected winners in the 1988 National Transportation Week Photo Contest. All photos went on display in the Transportation Building and at mall displays during May. Paul Spring of Highway Planning, Salem, shot the winning photo (right) with Chris Henry, also of Planning. Using a timed-exposure, they posed by a sports car that had been tailored for the occasion. Of course, it's a posed shot; the Highway Division neither owns nor operates "Scenic Road Testing Units." Murray Stone of Highway Traffic Operations, Milwaukie, had the runner-up photo of the 1976 Freedom Train in Portland's Union Station. Marie McHone, Information Center, Salem, took third place with a shot of the Hollywood light-rail station at dusk. Spring assisted McHone in arranging her photo.



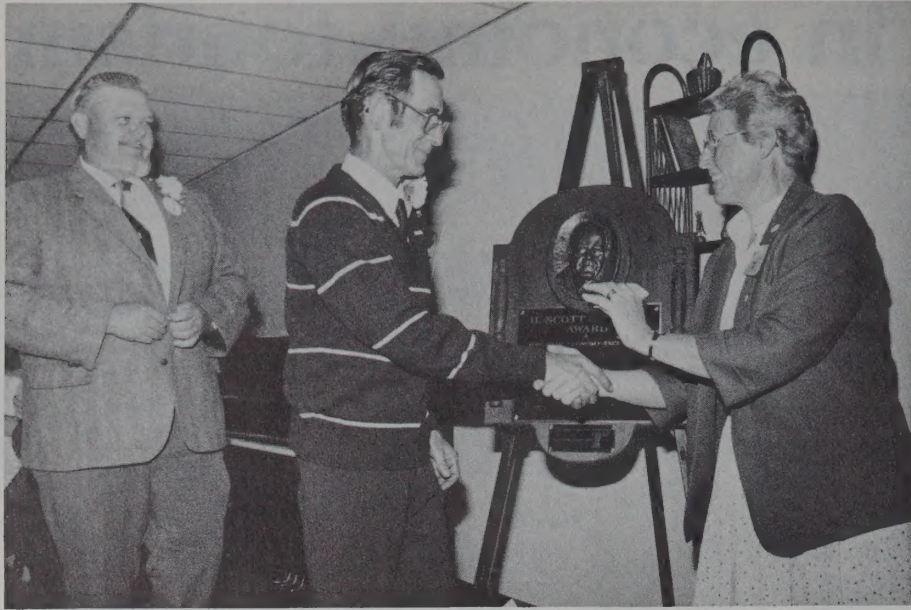
First Place



Second Place



Third Place



WINNERS--Martha Coulter, widow of H. Scott Coulter, presents the 3-E Award to William Keller, extra gang supervisor, Central Point (left), and James Dowers, a highway maintenance worker in the Salem Truck Shop.

Keller, Dowers win top Highway honor

All of the 14 finalists for the Highway Division's 3-E Award are "winners," State Highway Engineer Don Forbes told the audience attending this year's annual 3-E Awards banquet.

Receiving 3-E Awards were William Keller, extra gang supervisor in Central Point, and James Dowers, a highway maintenance worker in the Salem Truck Shop.

Forbes, looking to the dozen other finalists, said, "Each of you has already won by being here, and the organization has won because of your contributions and the lives you've touched."

"Excellence is the signature that all 14 have given to their jobs," he said.

The banquet was held May 18 in Salem.

The H. Scott Coulter Award for Excellence is presented annually to one management and one represented employee considered exemplary of Highway's goals--efficiency, economy and excellence.

The represented employee award went to Dowers for securing parts quickly to avoid delaying work performed by Truck Shop mechanics. More than a dozen nominations from his co-workers told of Dowers' positive attitude, efforts to solve problems and sense of humor.

Bridge idea saves time

Donald Brant of the Highway Division's District 22 Bridge Maintenance Crew received a plaque from the state Employee Suggestion Awards Board for his idea concerning the fabrication and use of a sheet pile driver.

Brant's suggestion saves time and money and it provides for greater stability and less settlement at bridge ends, according to Al Lightner, former coordinator of the suggestion program for ODOT.

The management award went to Keller for planning and communicating with other work crews within Highway's District 8. His management style encourages cross-training on equipment, fairness, openness and positive communication with the public, according to the nomination submitted by his crew.

Finalists for the 3-E Award were: Hal Baird and Mark Beeson, Region 1; Eldon Everton and Brian Gregor, Region 2; Joan Symons, Region 3; Lyle Howell and Ken Paetz, Region 4; Darwin Brice and Marvin Dowdy, Region 5. Each of them was introduced by the region engineers at the banquet.

Representing Salem headquarters were Herm Mitzel, Dick Unrein, and Charles Vachter, who were introduced by Don Adams, deputy state highway engineer.

The division is planning a one-day workshop for all the finalists, according to Forbes. That workshop will focus on leadership and personal development.

Safety awards

Elgin Maintenance Crew; Melvin Wood, supervisor; 350,000 hours.

Klamath Falls Engineering Crew; Richard Steyskal, supervisor; 300,000 hours.

Salem Engineering Crew; Lee Franklin, supervisor; 600,000 hours.

La Grande Engineering Crew; Joseph Schlieski, supervisor; 100,000 hours.

Sunset Bay Park District; Andy LaTomme, supervisor; 100,000 hours.

Milwaukie Traffic Line Crew; Pat Mason, supervisor; 50,000 hours.

Beverly Beach State Park; Roger Holstein, supervisor; 150,000 hours.

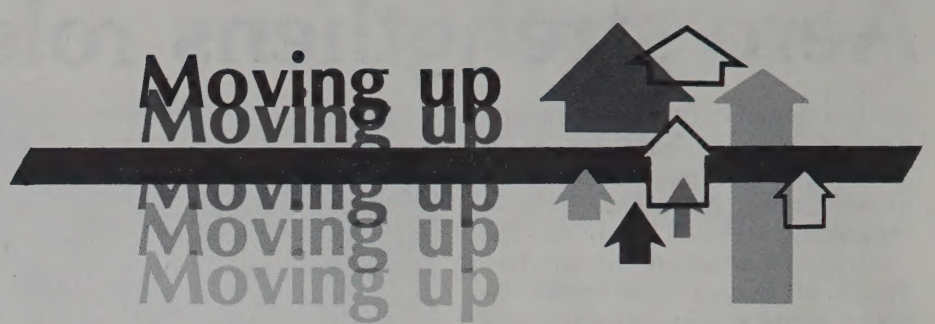
District 2-B Sign Crew; Gerald Richardson, supervisor, 6 years.

Region 2 Geology Crew; Bob West, supervisor; 50,000 hours.

Tillamook Maintenance Crew; Larry Schmitt, supervisor; 400,000 hours.

McMinnville Maintenance Crew; Richard Thomas, supervisor; 200,000 hours.

Lincoln City Maintenance Crew;



Parks and Recreation Division

Larry Miller, park manager B to park manager C, Wallowa Lake State Park, Joseph.

Highway Division

Dewayne Cabe, highway maintenance foreman (HMF) 2 to highway maintenance supervisor (HMS) C, Portland.

Mohamad Dichari, highway engineer (HE) 1 to HE 2, Waldport.

Brian Flink, electrician to lead electrician, Milwaukie.

Robert Fowler, HE 2 to HE 3, Salem.

Kim Fry, highway maintenance worker (HMW) 2 to HMW 3, Eugene.

Phillip Gagnier, HE 1 to HE 2, Salem.

Jeffrey Gower, HE 2 to HE 3, Salem.

Allen Hart, engineering technician (ET) 1 to ET 2, Waldport.

Clifford Houck, right of way agent to senior right of way agent, Bend.

William Morris, electrician to lead electrician, Milwaukie.

Keith Rudisil, HE 4 to supervising highway engineer (SHE) C, Salem.

Michael Shoemaker, HMW 3 to HMW 4, Central Point.

Richard Slagle, HMW 2 to HMW 3, Coos Bay.

Kenneth Sorensen, electrician to lead electrician, Milwaukie.

James Steele, HMF 1 to HMS B, Portland.

Julius Stone, HMW 2 to HMW 3, Ashland.

Heather Thompson, engineering aide to ET 1, Salem.

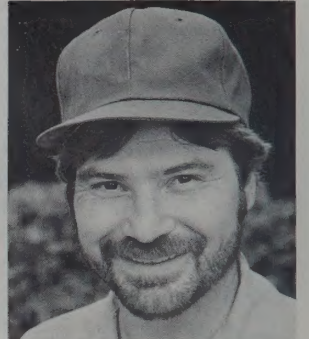
Motor Vehicles Division

Claudia Conner, clerical assistant to clerical specialist, Salem.

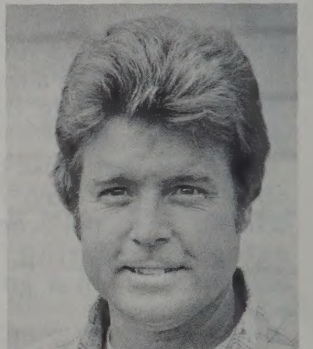
Valerie Traverso, clerical assistant to clerical specialist, Salem.

Richard Wright, clerical assistant to clerical specialist, Salem.

Vicky Wrightman, motor vehicle representative (MVR) 1, Hillsboro, to MVR 2, Beaverton Drive Test Center.



Larry Miller
Park Manager C
Wallowa Lake
State Park



Dewayne Cabe
Highway Maintenance
Supervisor C
Portland



Valerie Traverso
Clerical Specialist
Motor Vehicles Division
Salem

Merrill Matson, sup; 50,000 hours.

Salem Building Crew; Don Ferris, supervisor; 6 years.

Port Orford Maintenance Crew; Jerry Gregory, supervisor; 250,000 hours.

District 6 Office Crew; Marty Havig, supervisor; 15 years.

Canyonville Maintenance Crew; Jerry Leavitt, supervisor; 50,000 hours.

Bend Section Crew; Don Eppers, supervisor; 350,000 hours.

Region 5 Office Crew; Bob Hector, supervisor; 300,000 hours.

John Day Maintenance Crew; Virgil Lewis, supervisor; 200,000 hours.

Meacham Maintenance Crew; Mike Hazelwood, supervisor; 50,000 hours.

Emigrant Springs State Park; Leroy Swartout, supervisor; 350,000 hours.

Region 1 Right of Way Crew; Erik Ingebretson, supervisor; 500,000 hours.

Salem Engineering Crew; Ken Stoneman, supervisor; 250,000

hours.

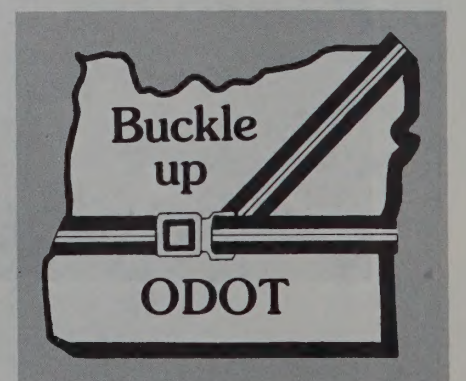
Pendleton Engineering Crew; Tom Penner, supervisor; 150,000 hours.

Beaverton Engineering Crew; Don Berg, supervisor; 500,000 hours.

Bend Engineering Crew; Jerry Thackery, supervisor; 250,000 hours.

Salem Materials and Research Section; Bill Quinn, supervisor; 150,000 hours.

District 10 Extra Gang; Cecil Smalley, supervisor; 12 years.



On the job with Karen Bell



By Janis Collins
Public Information Officer

For many highway engineers, satisfaction comes from creating projects that touch people's lives.

Karen Bell, a design engineer with the Highway Division's Region 1, shares that satisfaction. "I chose engineering because I wanted to be in a helping field."

In fact, she works overtime to ensure that she's making a difference.

When Karen leaves her drafting board in her northeast Portland office, her mission begins. She devotes her off hours to programs that inspire young female and minority students to reach their maximum potential.

'It's funny, but for me the busier I am, the more I feel I'm capable of accomplishing.'

"Everyone needs someone to coax them along. I did," she says.

Karen insists she might never have aspired to what is considered an uncommon career for a minority woman had it not been for a chance encounter while she was attending Girls Polytechnic High School in Portland.

As she was talking with her school counselor, in walked Urban League Director Vern Chatman looking for high school girls interested in attending a nuclear engineering workshop at Oregon State University. Karen volunteered.

"That really started the snowball," she says.

Other opportunities followed that cemented her dedication to engineering. She was selected high school delegate to a California conference sponsored by the American Society of Civil Engineering. And she joined Women in Nontraditional Careers, or WINK, an organization that challenged young women to think of careers traditionally reserved for men.

Ironically, she had enrolled in Polytechnic at the insistence of her mother, who hoped she would learn secretarial skills. Tradition may have been against her, but Bell wasn't discouraged by the odds.

"In high school they give you a lot of tests to find out your career potential. But when the tests told me I couldn't do what I wanted, I decided that the tests weren't any good."

She credits her unwavering confidence to lifelong support from her parents, who told her she was capable of doing anything. Support also came from Vern Chatman, who over the years became her mentor.

"He believed in me, and that made it easier for me to believe in myself."

Karen works hard to be the same kind of inspiration to others.

She has been a regular partici-

pant in the Portland School District's Mathematics, Engineering, Science Achievement (MESA) program, designed to attract minority students to science and technical fields.

While visiting with students at Portland's Ockley Green Middle School, she tries to bring engineering to life. Instead of simply showing them plans of the Oregon City bike path she was designing, she brought the students and her plans to the bike path.

While she challenges the students, some of those challenges are more treat than task.

She once brought the students a full view, cross section and profile

of a banana split, gave each of them an ingredients price list from Baskin Robbins and Dairy Queen and asked them to calculate cost comparisons for the competing banana splits.

The academic chore became fun.

As a tutor, teacher and mentor for Portland area youth, Karen's free time is limited.

"It's funny, but for me the busier I am, the more I feel I'm capable of accomplishing. When I have just a couple things going on, I'm not as able to concentrate and get those things done."

Karen recently began tutoring students at the Black United Front's Saturday School.

Her commitments sometimes take her away from the drawing board at work. But her supervisor, Bob Schalk, was so inspired by her involvement that he nominated her for the Highway Division's 3-E Award, which annually recognizes Highway employees for economy, efficiency and excellence.

"She feels an obligation to help others develop an appreciation of the technical side of life. She's taking the opportunity to inspire kids who will eventually replace me and replace her," he says.

Mentoring the Mentor

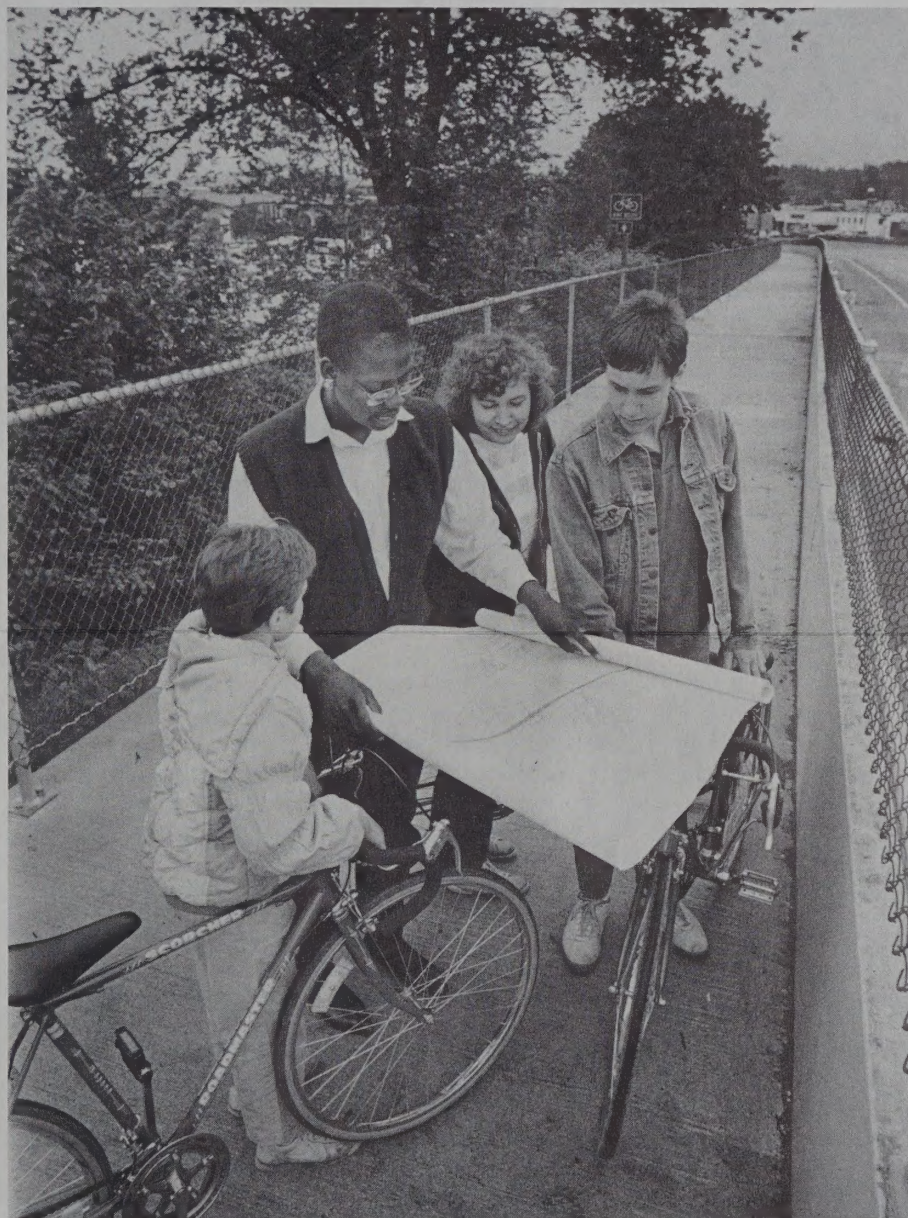
Even though Karen is passing her experiences on to the younger set, she has a new mentor.

Fred Hansen, director of the Oregon Department of Environmental Quality, is her most recent coach. They met through a new state program that matches administrators to employees with management potential. While Karen firmly believes women in business need successful female role models, she thinks men can sometimes be the best teachers.

"One drawback women have is that we don't know all the rules of the game."

By observing him on the job, Karen is learning those rules. While accompanying him at an Environmental Protection Agency conference in Washington D.C., she watched him abide by them.

Some day, Karen hopes to seek a management position. Until then, she's content with other goals: helping the next generation.



LIVING ENGINEERING--Karen Bell relates how her design of the Oregon City bike path became reality. Sharing her engineering experiences is part of what makes her excited about her job. "Everyone needs someone to coax them along," she says. "I did."

Retirees report

Jerry Rien, Salem, Senior Designer, Preliminary Design Group, Road Design Section, Highway Division, retired in 1981.

After Jerry retired, he and his wife, Dorothy, bought a 25-foot Alpenlite fifth-wheeler, hooked it to their pickup and started traveling.

They joined the national Alpenlite group and the Oregon Webfoot Group of Alpenlite. They caravan with the 15-member Oregon group to the Alpenlite national gatherings.

During a recent trip with the Alpenlite group to Champoege State Park, they played cards and made covers for folding chairs. The Riens will host the next trip, to Cascade

Locks. As members of the Coast-to-Coast camper club, they frequently take advantage of its discounted camping fees at Oregon Coast campgrounds.

When he's not camping, Jerry likes to hunt for birds, chukar partridges, pheasants and geese at Detroit, Foster and Paulina lakes.

They spent this past Christmas with their daughter in Chicago. The Riens also have three sons, including Doug, who works for Consolidated Freightways and is currently on assignment in London; Tom, who works for the Oregon Department of Fish and Wildlife in Clackamas, and Stan, who lives in Salem.

Jerry regularly attends the High-

way Retirees luncheons in Salem and meets with the "Old Highway Boys" in Portland.

Lois Bennett, Salem, Administrative Assistant, Traffic Engineering Section, Highway Division, retired in 1985.

Since her retirement, Lois has been traveling as much as possible. She has been to Mexico twice to visit her sister in Kino Bay. During one visit, she went to La Paz on the Baja Peninsula to recuperate from a broken wrist.

Lois recently returned from a tour to Orlando, Fla., with fellow retiree Nancy Nebel. They visited Magic Kingdom, Epcot Center and Cape Canaveral, including the Ken-

edy Space Center. From there, they took a four-day cruise, in which they toured the Bahamas and Nassau.

When not traveling, Lois spends time with her two daughters, son, four grandsons, two great-grandsons, her sisters, brothers and friends.

She is looking forward to attending her grandson's upcoming wedding in the Portland Rose Gardens. Most of the wedding party is planning to travel to Diamond Lake for a family gathering.

Lois also is a member of the Air Force Sergeants Association Auxiliary and the Eastern Star, and attends the Highway Retirees meetings when she's in the Salem area.

CANDID COMMENTS

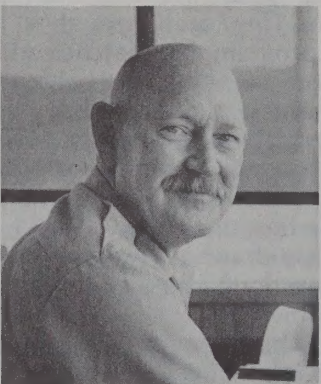
What can Oregon do to effectively reduce its litter problem?

Lyle Howell
Highway Maintenance
Supervisor B
Maintenance Shop
Klamath Falls



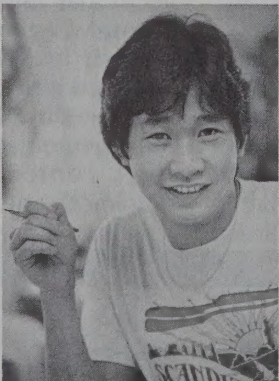
Lyle Howell

We need to produce a program to create public awareness of the cost factors concerning Oregon's litter problem. Maybe we should also consider having more litter deposit sites and stronger penalties for litter law violators.



John Peterson
Weighmaster 1
Highway
Division
Ashland

Charlie Goh
Engineering
Technician 1
Highway
Construction
Eugene



John Peterson

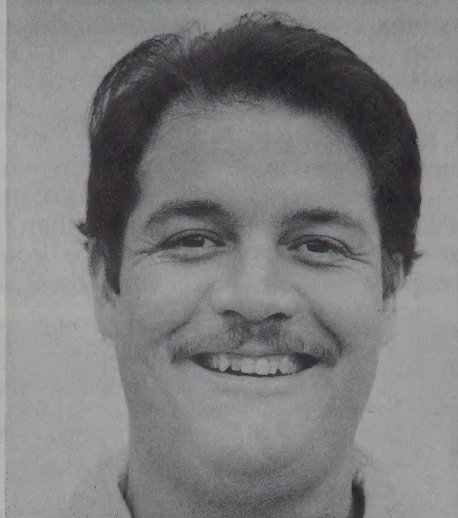
We need to enforce the litter laws more stringently. Within the Weighmaster Unit we enforce loads that are leaking and sifting, but the penalties are not enough of a deterrent.



Pete Bond
Ocean Shores/
Recreational Trails
Manager
Parks Division
Salem

Pete Bond

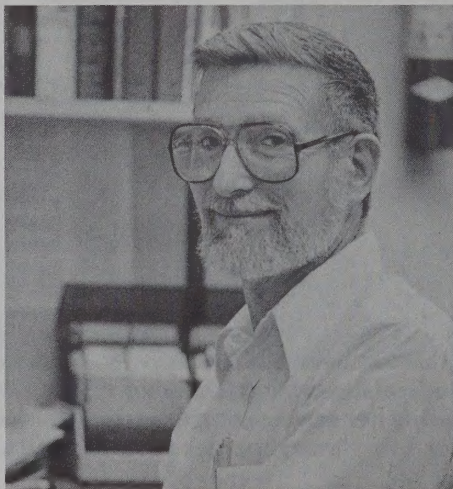
We have the Bottle Bill, SOLV, Highway litter kids and the beach cleanup, but more could be done. DEQ could develop and publicize a school curriculum. Citizens should press for legislation to restrict plastic packaging and expand the Bottle Bill to include wine containers. Also, mandated recycling would help to impress the need to control garbage.



Wayne Klement
Highway Maintenance Worker 2
District 2B
Portland

Wayne Klement

Oregon should better enforce its no-dumping laws. We could encourage motorists not to throw litter out their windows and to wait until they get to a proper waste disposal area. I think ODOT is currently doing all it can by handing out litter bags and by educating the public about the state's litter problem.



Les Smith
Engineering Technician 2
Highway Construction
Medford

Charlie Goh

We should educate kids through school programs and adults through the media to encourage them not to litter. It also would help to more strictly enforce Oregon's litter laws for the major violators.

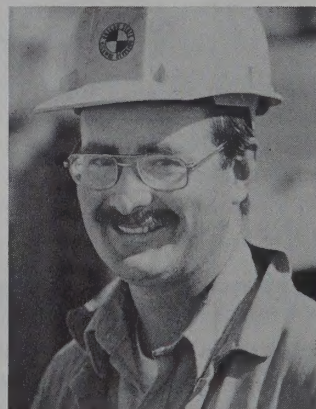


Barbara Leonard
Hearings Branch
Motor Vehicles Division
Salem

Barbara Leonard

Oregon is one of the most progressive states with regard to litter control. The Bottle Bill and our concerted recycling efforts have helped enormously. It would also help to continue educating the public through the media and to focus on how littering affects our environment. Communities should accept some responsibility for the litter problem, too.

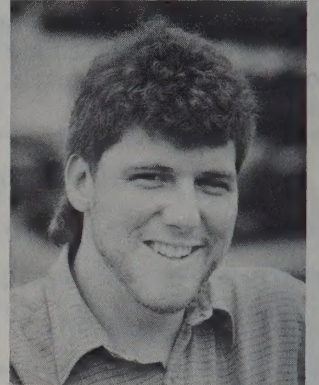
Adam Brooks
Highway Maintenance
Worker 2
Maintenance Shop
Baker



Adam Brooks

The public will have to help reduce the litter problem. We can also help by stepping up anti-litter advertising and by increasing the public's awareness of the problem.

Dave Hacek
Highway Maintenance
Worker 2
Sign Shop
Salem



Dave Hacek

I think that by expanding Oregon's Bottle Bill to include wine cooler bottles and other wine product containers we would greatly reduce Oregon's litter problem. Also, continuing our litter patrol efforts will help make Oregon clean and green for years to come.



Cindy Thiessen
Clerical Specialist
Weighmaster Unit
Salem

Cindy Thiessen

I think Oregon is already doing a good job to effectively reduce litter. The Youth Litter Patrol program gives people an opportunity to help out and earn money, too. I think we could use more programs like this to involve the young people.